



BENEFITS OVERVIEW

2019/2020

POLICE

| INSURANCE | | | | | |
|---|--------------------------------|---|----------------|----------|----------|
| | | WVC Costs | Employee Costs | | |
| MEDICAL - SELECT HEALTH | | Costs based on per pay period rates | | | |
| | | | MED + | VALUE | CARE + |
| | Single | \$210.52 | \$52.63 | \$57.93 | \$72.43 |
| | 2 Party | \$451.16 | \$112.79 | \$124.19 | \$155.74 |
| | Family | \$607.28 | \$151.82 | \$166.97 | \$209.77 |
| DENTAL - EDUCATORS MUTUAL INSURANCE (EMI) | | | | | |
| | Single | \$21.96 | | \$5.49 | |
| | 2 Party | \$27.84 | | \$6.96 | |
| | Family | \$40.80 | | \$10.22 | |
| LIFE INSURANCE | | | | | |
| TERM LIFE INSURANCE | | | | | |
| | City benefit per month | Additional Coverage Available | | | |
| \$4.08 | Employee \$30,000 | Up to \$500,000 | | | |
| \$0.46 | Spouse \$5,000 | Up to \$500,000 | | | |
| \$0.27 | Child (Under 26) \$2,500 | Up to \$15,000 | | | |
| ACCIDENTAL DEATH & DISMEMBERMENT | | | | | |
| \$1.84 | Employee \$50,000 | Additional Individual & Family Coverage | | | |
| Additional Coverage available for Accident Weekly Indemnity and | | | | | |
| Accident Medical Coverage | | | | | |
| RETIREMENT | | | | | |
| Hired BEFORE 7/1/11 | | | | | |
| | Non-Contributory | 32.28% | | | |
| Hired AFTER 7/1/11 | | | Pension | 401k% | (UAAL) |
| | TIER II Defined Contribution | 21.74% | 0.00% | 12.00% | 9.74% |
| | TIER II Hybrid Retirement (DB) | 21.74% | 12.00% | 0.74% | 9.74% |
| additional 2% with an option of a 2% match when you contribute 2% | | | | | |
| WEST VALLEY CITY DOES NOT PARTICPATE IN SOCIAL SECURITY | | | | | |
| PAID TIME OFF | | | | | |
| Holiday Hours | | 110 hours given each November (pay period 24) | | | |
| PTO - Paid Time Off | | | | | |
| Off Probation - 80 hours given each November (pay period 24) PLUS | | | | | |
| | | 4 hrs ppd 1 - 5 yrs | | | |
| | | 5 hrs ppd after 5 yrs | | | |
| | | 6 hrs ppd after 10 yrs | | | |
| | | 7 hrs ppd after 15 yrs | | | |
| | | 8 hrs ppd after 20 yrs | | | |
| ADDITIONAL CITY BENEFITS | | | | | |
| Employee Assistance Program | | \$4.00 | | | |
| Medicare | | 1.45% | | | |
| Workers Compensation | | 1.28% | | | |
| LTD | | 0.07% | | | |
| Unemployment | | 0.75% | | | |
| Payroll Accrual | | 0.99% | | | |